

# Quest Diagnostics Incorporated

## Corporate Political Contributions Policy

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**Quest Diagnostics and its directors and employees are encouraged to participate in the political process. However, there are rules and regulations that we must follow. Please use these guidelines when considering a political contribution.**

### Guidelines

- When making political contributions, Quest Diagnostics and its directors, officers, and employees must not violate federal, state, or local laws or regulations.
- Company funds, including any funds from any company subsidiary, may not be used directly or indirectly to contribute to any federal, state or local candidate, government official, or government employee.
- The company will not reimburse any personal political contributions made by an employee or persons acting on behalf of the company, including for attendance at political events or events honoring any candidates.
- Quest Diagnostics' Political Action Committee (QuestPAC), may make political contributions to federal and state candidates, consistent with applicable laws and company policy.
- No employee or other person acting on behalf of the company may make gifts to any federal, state or local official, including any staff of the official, without prior approval of the Government Affairs Department.
- Employees may contribute to federal candidates using their own funds, subject to the limits required by federal law, without consulting with the Government Affairs Department.
- State and local Pay-to-Play laws may prohibit, or require disclosure of personal political contributions by Covered Persons or related individuals. Depending on the state or the locality, Covered Persons may include:
  - Directors,
  - Employees with management responsibility,
  - Employees whose compensation is based specifically in whole or in part on governmental contract awards or revenues,
  - Employees involved in managing work under state or local government contracts,
  - The spouse or civil union partner, or the resident dependent family members, of any of the Covered Persons described above.

Covered Persons may not make personal contributions to a state or local candidate in states or localities with Pay-to-Play laws without pre-clearance from the Government Affairs Department.

- No political contributions may be made with the intent to induce or influence the referral of business or to influence official conduct or decision-making.
- The company or its subsidiaries may not make political contributions outside of the United States or for the benefit of any foreign entity.

### Additional Information

For additional information, please contact the Government Affairs Department.

### Ask before you act

The areas covered by this policy are complex. Call the Compliance Department or the Government Affairs Department for advice in situations that are not clear.